

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Aircraft Cabin Crew Award 2010

Some of the items contained in this summary may be determined by the Group 4 Award Stage—Technical and Drafting Full Bench while others may be referred to a separately constituted Full Bench (to be discussed at a conference before an individual Member of the Commission).

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
S1	iCCC	Sub-15May15	3	<p>Definitions Definition of ‘rostered day off’ includes reference to ‘nominated duty free periods’. Seek variation definition of ‘sign-off’ to include nominated duty free period as part of domestic, regional and international cabin crew members’ duty hour limitations provisions contained in Sched B, C and D. Proposes definition “sign off” be clarified regarding interaction between the <i>planned</i> sign off period for rostering purposes and unplanned time. See proposed definitions on page 2 of submission.</p>	Pages 1–2	
S2	iCCC	Sub-15May15	New clause	<p>Consultation and dispute resolution— proposed new penalties Proposes penalty provision for financial losses incurred from raising and resolving operational grievances. See penalty provision proposes on page 2 of submission.</p>	Page 2	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
S3	iCCC	Sub-15May15	11	Types of Employment Proposes clarification contained in Schedules B or D for duty time calculations and allowances payable are associated with type of flying undertaken, up to and including planned/unplanned rest period.	Page 3	
S4	iCCC	Sub-15May15	17	Employee duties Proposes additional clause 17.4. Proposed clause requires an employer cannot require service of an employee to whom training arrangements apply, in performing safety or product/entertainment delivery activities until inflight training has commenced and supernumerary training sectors completed.	Page 3	
S5	iCCC	Sub-15May15	18	Classification and minimum wages Proposes "cabin crew supervisor" is included in definitions at clause 3 of Award. Proposes where cabin crew supervisor operates mix of narrow-bodied and wide-bodied aircraft that minimum weekly wage be increased to the average of cabin crew manager and cabin crew supervisor minimum weekly wages.	Page 3	
S6	iCCC	Sub-15May15	19	Allowances Propose award be varied to include reasonable travel expenses in reimbursement of fair and reasonable costs for meals whilst staying in international ports. Propose expenses calculated using the Australian Taxation Office's relevant table.	Page 3	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
S7	iCCC	Sub-15May15	24 and B.2	<p>Ordinary hours of work and rostering Proposes that Award be varied to clarify interaction between ordinary hours of work, rostered duty hours, actual time on duty, leave credits and reasonable additional hours. Variation should explain interaction between these various clauses to enable cabin crew to understand how ordinary hours of work are calculated and recorded. Party notes that there is no roster period cycle maximum hours of work which creates uncertainty for when employee's ordinary hours of work commitment is completed and when overtime pay is applicable.</p>	Pages 3–4, 5	
S8	iCCC	Sub-15May15	Part 6	<p>Parental leave Proposes additional parental leave provisions in recognition of special requirements of cabin crew for specified medical reasons.</p>	Page 4	
S9	iCCC	Sub-15May15	Schedule A – Transition al Provisions	<p>Transitional provisions — Loadings and penalty rates Application of transitional part-time loading, Sat, Sun, evening and other penalties, and shift allowance/penalty rates unclear from 2015 onwards. Proposes Award varied to include 100% amounts or percentages for payments and application to loading and penalties (part-time loading, Sat, Sun, evening and other penalties, and shift allowance/penalty).</p>	Page 4	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
S10	iCCC	Sub-15May15	B.1.8	Domestic flying—Allowances – Training allowance Proposes workplace inspection of Ground School trainer and Ground School Clerk and Trainer take place in 2015 to establish and award allowances commensurate with trainer roles.	Page 5	
S11	iCCC	Sub-15May15	B.1.9	Domestic flying—Allowances – Meal allowance Proposes that allowance be varied as ‘tours of duty’ is incorrectly applied in current clause.	Page 5	
S12	iCCC	Sub-15May15	B.3.3	Domestic flying—Rostering Proposes award be varied to clarify when ordinary hours of work are completed and when overtime pay is applicable.	Page 5 - 6	
S13	iCCC	Sub-15May15	B.3.6	Domestic flying—Rostering Proposed changes to B.3.6 given the lengthy planned and unplanned duty hours in industry.	Page 6	
S14	iCCC	Sub-15May15	B.6.1(b)	Domestic flying—Rostered days off Seeks clarification whether work on a rostered day off is ordinary hours of work towards roster cycle maximum or overtime. Party also seeks clarification for prescribed total number of hours representing roster cycle maximum regarding reference to reasonable additional hours. Seeks clarification on when call-in interrupts time free of duty as call- in received and flow on reassignment/consultation constitutes duty (i).	Page 6	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
S15	iCCC	Sub-15May15	B.5	<p>Domestic flying—Duty limitations and rest periods</p> <p>Party submits review process may need to include exposure drafts to CASA for consideration on whether proposed provisions meet civil aviation fatigue management obligations.</p> <p>Party further submits review process may need to consult CASA regarding whether proposed provisions meet fatigue risk management obligations.</p> <p>Unplanned duty hour limitations above 14 hours into home base are unsafe and unreasonable duty hour limitations. Duty hour limitations should be complemented by fatigue risk management system.</p>	Page 6 - 7	
S16	iCCC	Sub-15May15	B.5.2	<p>Domestic flying—Rest periods</p> <p>Proposes home base planned rest be greater than 12 hours and sufficient rest at home base of at least 24 consecutive hours following a tour of duty comprising low body clock periods between 2am and 6am.</p> <p>Party proposes such duties be restricted from a second sector being operated beyond dawn.</p>	Page 7	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
S17	iCCC	Sub-15May15	B.9	<p>Domestic flying—Reserve Terms “reserve” and “stand-by” have different meanings and this should be reflected in award.</p> <p>Proposes variations to clauses B.9.3, B.9.5, B.9.6 and B.9.7 to ensure that the terms are not used interchangeably.</p>	Page 8	
S18	iCCC	Sub-15May15	Schedule D	<p>International flying Proposes award be varied pending finalisation of CASA’s ruling on fatigue management.</p> <p>D.5.1(b) to be varied as: “...(standby credits do not count towards duty limitations)”</p> <p>D.5.2(b) should be varied to include additional provision for duty: “17 hours 1 min to 24 hours namely 1 hour paid reclined rest break to be assigned on the day from eight hours after sign-on [for fatigue prevention]”</p>	Page 9	

List of abbreviations

iCCC

iCabin Crew Connect